

BPOA BENEFIT SUMMARY SHEET

For Employees Hired On or After January 1, 2008

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
\$350.00/month towards medical plan
plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Employer paid for employee only
Dependents may be added at additional cost
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
City contributes to plan provided by BPOA
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **LIFE INSURANCE**
\$10,000 Voluntary Employee Paid Plan (includes
\$12,000 Accidental Death & Dismemberment for
covered accident/injury/loss)
- **ACCIDENTAL DEATH & DISMEMBERMENT**
Work-related accident up to \$50,000

RETIREMENT BENEFITS

- **RETIREMENT – PERS**
3.0% @ 50 OR 2.7% @ 57
(depending on PERS membership date and City hire date)
PERS will determine Classic or New membership
status; if there is a portion of Employee Contribution
paid by the City, it will be reported as Special
Compensation for retirement purposes only
- **VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION (VEBA)**
1.5% of base salary/month, \$34.36/month employer
contribution, and 100% of the cash out value of sick
leave at time of retirement

VACATION AND HOLIDAYS

- **VACATION**
Less than 5 years of service.....2.6 weeks/year
5-14 years of service.....3.6 weeks/year
15+ years of service.....4.6 weeks/year
- **FLOATING HOLIDAY**
5/40 schedule – 16 hours
4/10 schedule – 20 hours
3/12 schedule – 24.66
- **HOLIDAYS**
10 fixed

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** 8 hours/month
- **BEREAVEMENT LEAVE** 30 hours/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**
160 hours/year per Military & Veterans Code; plus up to
one year difference between City/military pay
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**
12 weeks unpaid leave in a 12 month period (must
supplement with paid leave if available) if eligible

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
\$1,000/year; Safety equipment provided
- **BILINGUAL BONUS**
\$100.00/month
- **TUITION REIMBURSEMENT**
75% up to \$5,000/fiscal year per terms in MOU
- **WORK SCHEDULE** is flexible based on assignment &
department needs
- **EDUCATIONAL INCENTIVE PAY**
AA.....\$192.50/month
BA/BS.....\$302.50/month
MA/MS.....\$495.00/month
Amount varies with assignment, defined in MOU
- **POST CERTIFICATES**
Intermediate 5% of Officer top step
Advanced 9% of Officer top step
Supervisory 9% of Sergeant top step
Management 15% of Lieutenant top step

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.